

The National Labor Relations Board has found that we violated Federal labor law and has ordered us to post and obey this notice.

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT maintain or enforce an overly broad rule in our employee counseling statement that requires you to agree to the following:

Although I understand that I may discuss this plan with my management team, I agree that this coaching & counseling statement is considered extremely confidential and may not be discussed with other current or former employees of Grand Canyon University, its constituents, vendors, or contractors, without prior written notice to and approval from Human Resources.

WE WILL NOT tell you that you are prohibited from talking to fellow employees about your terms and conditions of employment, including counseling sessions.

WE WILL NOT coercively interrogate you about your involvement with emails criticizing us and our policies as they affect terms and conditions of employment.

WE WILL NOT orally announce, maintain, or enforce an overly broad and discriminatory rule prohibiting you from discussing your terms and conditions of employment with other persons, including fellow employees.

WE WILL NOT threaten you with discharge and other unspecified reprisals if you engage in protected concerted activities.

WE WILL NOT inconsistently enforce our electronic communications policy in order to prohibit your use of emails to engage in protected concerted activities.

WE WILL NOT discharge or otherwise discriminate against you because you engage in protected concerted activities.

WE WILL NOT coercively interrogate you about your protected concerted activities or those of other employees.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights listed above.

WE WILL revise or revoke the rule contained in our employee counseling statement described above; and **WE WILL** furnish you with written notice that this rule has been rescinded, or furnish you with a revised document that does not contain this rule.

WE WILL, within 14 days from the date of the Board’s Order, offer Gloria Johnson full reinstatement to her former job or, if that job no longer exists, to a substantially equivalent position, without prejudice to her seniority or any other rights or privileges previously enjoyed.

WE WILL make Gloria Johnson whole for any loss of earnings and other benefits resulting from her discharge, less any net interim earnings, plus interest.

WE WILL compensate Gloria Johnson for the adverse tax consequences, if any, of receiving a lump-sum backpay award, and **WE WILL** file a report with the Social Security Administration allocating the backpay award to the appropriate calendar quarters.

WE WILL, within 14 days from the date of the Board’s Order, remove from our files any reference to the unlawful discharge of Gloria Johnson, and **WE WILL**, within 3 days thereafter, notify her in writing that this has been done and that the discharge will not be used against her in any way.



**Grand Canyon Education, Inc.
d/b/a Grand Canyon University**

(Employer)

Date: _____

By:

(Representative)

(Title)